

EXECUTIVE COMMITTEE - MEMORANDUM NO. 100

OFFICERS' MEETING

Minutes

Friday, March 15, 1957

Sheraton Hotel - Philadelphia, Penna.

Present

Margaret Hickey, President  
Joseph Baldwin, First Vice-President  
Mrs. Kaspar Fraser, Third Vice-President  
Helen Harris, Secretary  
Arch Mandel, Treasurer

Staff

Joe R. Hoffer, Executive Secretary  
Ruth M. Williams, Asst. Executive Secretary  
Frances Schmidt, Public Relations Consultant

Margaret Hickey, presiding

I. Approval - Agenda

The agenda was approved in the form in which it had been circulated.

II. Information - Report on administrative developments since November meeting of Executive Committee

The Executive Secretary presented the administrative report which had been circulated in advance with the agenda. There was discussion of the following points:

1. 1957 Annual Forum. There was agreement that the lay-out of the preliminary program did not give sufficient emphasis to the opening General Session on Sunday afternoon. The staff was instructed to take advantage of every opportunity to publicize the scheduling of this, since it was at a different time from previous years.
2. Canadian Conference. Mr. Hoffer reported that a letter had been received stating that the Executive Committee of the Canadian Conference on Social Work favored the proposal of a joint committee of the two conferences. He said it was hoped to hold the first meeting of the group in Philadelphia in May.

3. Finances. The Executive Secretary presented an outline which had been developed of the projects for which the Conference had hoped to secure special funds (see Exhibit #1 of this Attachment). The staff was instructed to proceed with formulating presentations of the various projects.
4. Relations with ICSW. Mr. Hoffer reported that with a revision in the functional cost accounting procedures, the amount of money expended by the NCSW on behalf of the International Conference of Social Work during 1956 was somewhat higher than the estimated presented in November, i. e. \$19,590, instead of \$13,500. The new method is considered a more equitable method of allocating our indirect costs for salaries and other overhead expenses. Of this amount the ICSW had reimbursed the NCSW for \$10,000, at the end of 1956. He pointed out that it was never possible to know the exact amount at the end of a fiscal year, since it was necessary to wait until the functional cost accounting had been completed. He recommended that a formula be adopted whereby the ICSW would pay the NCSW an annual service fee of \$10,000, which would include 50% of the cost of the New York office. In addition to this, the ICSW would be expected to reimburse the NCSW for any additional "direct charges" which are included in the annual functional cost study. The NCSW would assume all "indirect costs" e. g. general office expenses in Columbus office, not to exceed \$5,000, annually and this would be charged to NCSW contribution to international social welfare. For 1956 this would mean an additional reimbursement from the ICSW of \$5,187. and a NCSW contribution of \$4,403.

After some discussion, the Officers adopted the following motion on the subject: "Believing that there should be a formal statement on the relationship between the NCSW and the ICSW with reference to financing and services, the Officers recommend (1) that the Executive Committee adopt the proposal of the Executive Secretary for 1956 and 1957; and (2) that the President appoint a committee to look into the question of the relationship between the two organizations and, after consultation with the ICSW officers, present a recommendation on future policy to the Executive Committee before the end of 1957."

### III. Election - Members-at-large of Program Committee

Mrs. Moise Cahn and John McDowell were elected to the Program Committee for three-year terms ending with the completion of the 1960 Annual Forum.

### IV. Action - Commercial Exhibit Consultant

The Officers concurred in the recommendation of the staff that the services of the Exhibit Consultant should be terminated at the end of the present contract on June 1, 1957.

**V. Decision - Agenda for Annual Meeting of NCSW members at Philadelphia**

The Officers spent considerable time discussing the plans for the annual meeting of members in Philadelphia, bearing in mind the decision of the Executive Committee in November that the meeting should be used to present to the members the possible need for increasing the dues or the registration fees. It was finally decided that while the subject needed to be aired, it was not suitable for the entire meeting. The following plan for the meeting was decided on:

- (1) Brief reports by the Treasurer and Executive Secretary;
- (2) Report from the Executive Committee on financing and membership services, as background for possible future vote by the membership on increased dues, by Maurice Hunt;
- (3) Panel discussion on possible future trends of the Annual Forum, i. e. how can it best come to grip with problems and issues facing the social welfare field.

**VI. Informal discussion with Philadelphia Sponsoring Committee**

The Officers met at luncheon with the chairmen of several of the Subcommittees of the Philadelphia Sponsoring Committee. This provided an opportunity to hear about the activities being undertaken by the Subcommittee in carrying out their assignments and also gave the Sponsoring Committee members a chance to learn more from the Officers and staff about the detailed plans for the Annual Forum.

**VII. Decision - Plan for study of relationship of National Conference and Associate Groups**

Miss Hickey reported on a meeting she had arranged recently in New York with some of the leaders in the social welfare field, including officers of several important Associate Groups of the Conference. She said a number of interesting and important questions about the future of the Annual Forums had been raised, which she hoped would be brought out in the meeting of members at Philadelphia. All the proposals about directions in which the NCSW might move had important implications for Annual Forum programming, membership and financing.

Mr. Hoffer said that several of the Associate Groups reported that they were having difficulty in meeting the needs of their members in the time available for Associate Group meetings in the present Annual Forum structure. One of the most serious problems appeared to be that the structure did not allow for continued attention to a single subject through meetings of the "workshop" or "institute" type. He pointed out that if any changes were to be made in 1958, it would be necessary for the Executive Committee to act in May, and he suggested two proposals for consideration: (1) That there be no restriction on the Associate Groups and that they be permitted to have meetings at any time during the Annual Forum, whether or not this conflicted with meetings arranged by the NCSW Program Committee; or (2) that the period of the Annual Forum be extended, with three full days allowed for Associate Group meetings and three days for NCSW Program Committee meetings.

The Officers felt that such changes should be made only after further study of the more basic questions involved and therefore decided to make no specific recommendation to the Executive Committee. There was general agreement, however, that consideration of this subject should be given a high priority by the Executive Committee.

VIII. Other business

There was no other business.

IX. Next meeting of Executive Committee

The Executive Secretary reminded the Officers of the following schedule for the Executive Committee in Philadelphia:

Saturday, May 18, 10:30 A. M.	Subcommittee
2:00 P. M. - 5:00 P. M.	Executive Committee
Sunday, May 19, 4:00 P. M.	Reception - Convention Center
Wednesday, May 22 4:00 P. M.	Annual Meeting of NCSW Members
Friday, May 24 7:30 A. M.	Executive Committee (breakfast)

Respectfully submitted,

Helen M. Harris  
Secretary

Attachment #1  
Exhibit #1  
March 12, 1957

NATIONAL CONFERENCE ON SOCIAL WELFARE

Special Projects Needing Financial Support

(9 projects totaling \$73,400. Annually)

22 West Gay Street

Columbus 15, Ohio



March 12, 1957

The intent to improve the welfare of its citizens is woven into the very beginnings of the United States. Today every community maintains a variety of services directed toward this end, and thousands of professional and lay people form a working partnership to carry the responsibility for and constantly improve the practices of these irreplaceable services. Particularly in the last three-quarters of a century, the field has been one of yeasty, dynamic growth, in which the annual forums of the National Conference on Social Welfare, founded in 1874, have played a considerable part.

#### AT THE HEART OF AMERICAN LIFE

**On the platforms of these annual forums our social problems have been debated and discussed, and the social instruments to meet those problems have been reported on, analyzed, re-shaped. The human dilemmas resulting from immigration, war and depression; the struggle to eradicate child labor, improve the status of minority groups, cope with crime and delinquency, deal with modern changes in family structure and living; the gradual shaping of social inventions - juvenile courts, social insurances, councils of social agencies, federated financing - all these are written into the records of the forum meetings, reflecting a shifting pattern of social problems and the emergence of a profession, whose basic body of knowledge is still accumulating.**

The Conference Proceedings represent a substantial part of the professional literature, for it is here that new ideas have been expounded, and new social solutions proposed.

#### A UNIQUE NATIONAL FORUM

NCSW is an autonomous organization with unrestricted membership (professional and lay, sectarian and non-sectarian, government and voluntary, individuals and organizations), representing all aspects of welfare and health in the United States. Its officers and committee members are chosen by vote of the membership. Meeting annually for a week and holding about 300 large and small meetings in which approximately 500 people participate as speakers, chairmen, discussants and panel members, the Forum is attended by from 5000 to 7000 people. Its function is one of offering opportunity to report new findings in the field, of debate, discussion, and exchange of ideas. It is prohibited by its Constitution from taking action on social issues.

A modest year-round program includes publications, a discount service for professional books, consultation service for state conferences of social work and cooperation with national and international social welfare groups.

#### NEW OPPORTUNITIES

For 83 years, the principal source of support for NCSW has been membership dues, which at present are from \$4 to \$25 for individuals, and from \$15 to \$100 for health and social agencies. Recently \$1000 memberships have been opened to corporations, associations and

foundations. Greatly increased costs in connection with the Annual Forum leave a wide gap between the income from registration fees and other charges and the actual cost. Growth of the field offers many new opportunities to be found. Nine of the most urgent projects are here described:

## PROJECTS

### PUBLIC INFORMATION

Project PI-1: A wealth of materials on many health and social problems about which the public is concerned is produced in connection with each Annual Forum. This project would underwrite a program for shaping these materials for public consumption and adapting them for reporting through various media - newspapers, magazines, radio, television.

Cost: \$3,000

### SPECIAL SERVICES

Project S-1: Through this project the Forum would make available to health and social agencies manuscripts and recordings of reports on research and experiment given at the Annual Forum, for use in in-service training of untrained or partly-trained workers.

Cost: \$6,500

Project S-2: This project would broaden the program of services to state conferences, chiefly the sponsoring of regional institutes which bring the resources of NCSW to the many social workers who are unable to attend the national Forum.

Cost: \$18,500



#### DEVELOPMENT PROGRAM

Project D-1: This project would aim toward a more integrated program at the Annual Forum by providing for planning meetings of the six major committees which constitute the backbone of the Forum program structure. At present only what can be done by correspondence is going into this important program planning.

Cost: \$9,000

Project D-2: The growth of the field, plus new community needs, calls for increased collaboration between health and welfare and many other fields - city planning, large-scale financing, industrial research, personnel work in business and industry. This project would make it possible to invite outstanding speakers from related professions, business and industry to appear on the Forum platform and offer much-needed information and ideas to further such collaboration.

Cost: \$5,200

Project D-3: This project would make it possible for NCSW to modernize meeting and discussion methods used at the Annual Forum, increasing the use of audio-visual aids and the number and quality of educational exhibits.

Cost: \$2,500

Project D-4: This project would improve and expand the Conference Bulletin, the main link among members between meetings of the Annual Forum.

Cost: \$9,500

Project D-5: Because of the enormous growth of health and welfare services in American communities, the potential membership of NCSW is much greater than at present. This project would aim toward more inclusiveness in two ways: by providing for more participation of present membership in planning the Annual Forum and regional meetings, and by underwriting research facilities for a more factual approach to membership promotion, the results to form a basis for a program to be carried by a series of membership promotion committees.

**Cost: \$10,000**

#### **INTERNATIONAL SOCIAL WELFARE PARTICIPATION**

Project IS-1: This project would enable NCSW to work more closely with international social welfare groups to accomplish two objectives: stimulate interest in this field among United States social workers, and make a fuller United States contribution to international social welfare work. A specific provision of the project is to ensure official representation of the NCSW president at the biennial meeting of the International Conference of Social Work, the next of which is to be held in Japan in 1958.

**Cost: \$9,200**

Contributions to NCSW are deductible for income tax purposes.

NATIONAL CONFERENCE ON SOCIAL WELFARE  
EXECUTIVE COMMITTEE

Minutes

Sheraton Hotel, Philadelphia, Pennsylvania  
Saturday, May 18 and Friday, May 24, 1957

Attendance

Margaret Hickey, President  
Joseph E. Baldwin, First Vice-President  
Helen M. Harris, Secretary  
Arch Mandel, Treasurer  
Benjamin E. Youngdahl, Past President  
Eveline M. Burns, 1958 Presidential  
Nominee  
Elmer V. Andrews  
Lyle W. Ashby  
Robert E. Bondy (May 24 only)  
Phyllis Burns

Wilbur J. Cohen (May 24 only)  
Franz Goldmann, M. D.  
Maurice O. Hunt  
Laurin Hyde  
Clara Kaiser (May 24 only)  
David H. Keppel  
Alonzo G. Moron  
Mrs. Victor Shaw  
Sue Spencer  
George Stevenson, M. D.  
Howard E. Thomas

Staff

Joe R. Hoffer, Executive Secretary  
D. E. Proctor, Assistant Executive Secretary  
Ruth M. Williams, Assistant Executive Secretary  
Mrs. Eula Wyatt, Administrative Officer

Margaret Hickey, presiding

I. Approval - Agenda

The provisional agenda was approved in the form in which it had been circulated.

It was agreed to send a message of sympathy to Anne Wilkens on the tragic death of her father, who was killed by a band of teenagers in Austin, Texas, and a letter to Mrs. Felix Gentile on the death of her husband, the former Executive Director of Big Brothers of America.

II. Approval - Minutes of November meeting of Executive Committee and Minutes of March meeting of the Officers

The minutes of the Executive Committee of November 16-17 were approved. Attention was drawn to the following resolution adopted by the Officers at their meeting on March 15 concerning relations with the International Conference of Social Work:

"Believing that there should be a formal statement on the relationship between the NCSW and the ICSW with reference to financing and services, the Officers recommend (1) that the Executive Committee adopt the proposal of the Executive Secretary for 1956 and 1957; and (2) that the President appoint a committee to look into the question of the relationship between the two organizations and, after consultation with the ICSW officers, present a recommendation on future policy to the Executive Committee before the end of 1957. "

The recommendations of the Officers were approved and the President was asked to proceed with setting up the proposed committee.

### III. Information - Report on administrative developments since February report

In presenting the administrative report the Executive Secretary commented on the following points:

- a. 1957 Annual Forum. Hotel reservations on Thursday, May 16, had reached the final figure in St. Louis. The final registration figure will depend on attendance from Philadelphia and vicinity. There has been unusual cooperation from the state-wide Sponsoring Committee, Philadelphia Sponsoring Committee and New Jersey State Conference of Social Work.

The details of the arrangements for the reception before the opening General Session and the buffet supper on Sunday evening were given.

- b. 1958 Annual Forum. A question was raised concerning the Hotel Morrison in Chicago. In view of the unsatisfactory experiences which some groups have had recently, the staff was instructed to make particularly careful arrangements with the hotel.
- c. 1961 Annual Forum. Minneapolis seems to have adequate facilities. A choice between Minneapolis and St. Louis should be made by the Fall meeting.

### IV. Information - Treasurer's Report

The Treasurer stated that the 1957 budget could be balanced if the registration in Philadelphia reached 6500.

He reported that the National Budget Committee had approved the NCSW budget for 1958 and had also approved the idea of an increase in membership dues.

There was a question about the lag in new members and the large number of delinquents. Mr. Hoffer answered that an Annual Forum on the West Coast brings

many new members with a high mortality the following years. Also in 1954 we re-established the policy of giving automatic new memberships to everyone who registered at the Annual Forum, which inevitably results in some loss the next year.

The Executive Secretary recommended that the income from the first corporation memberships be used for an Institute on Common Elements in Administration - Social, Public, and Business. He proposed that a group be set up within the Conference, which could meet with the other two groups to determine common elements. This could be done under the auspices of the Committee on Personnel and Administration and would be its responsibility.

In the discussion it was pointed out that social work has much to contribute to administration but that the field needs to clarify its own thinking before meeting with others. There was a suggestion that a small group meeting of several days' duration might be more appropriate at this stage than larger meetings at the Annual Forum.

Mr. Hyde moved that \$300 be allocated to the Committee on Personnel and Administration for development of a plan to be presented to the fall meeting of the Executive Committee. It should cover proposed content of the Institute, relationships with other organizations, financing and other details. This was seconded and adopted.

#### V. Information - NCSW Awards

The President announced that the NCSW Awards would be presented at the morning General Session on Monday, May 20.

#### VI. Action - Basic Issues and Problems - Laurin Hyde

Mr. Hyde reported that Subcommittee A had met and considered the question of preparing a statement of basic issues and problems requiring forum consideration for the use of the 1958 Program Committee. The Subcommittee had before it a summary of all the suggestions received for the statement. The Subcommittee recommended:

1. The Executive Committee should not formulate a special statement of basic issues and problems but should forward to the Program Committee the summary of suggestions for such use as the Committee wished to make of it.
2. In the future more intensive efforts should be made to solicit program suggestions from the Executive Committee, Associate Groups, and others.
3. As a part of its regular assignment the Program Committee should be asked each January to prepare a report covering:
  - a. Subjects omitted from their program for lack of space;
  - b. Subjects omitted from their program for lack of speakers;
  - c. New trends for future emphasis;
  - d. Subjects that have been over-emphasized.



These proposals were approved.

Mr. Hyde said that in order to promote better liaison between the Program Committee and the Executive Committee the Subcommittee thought Section Chairmen might be invited to sit on the Executive Committee. There was general recognition of the need for closer contact between the two Committees, but it was decided not to adopt this proposal at present.

VII. Action - Plans for Study of the Relationship Between the Conference and the Associate Groups with Special Reference to the Annual Forum

There was general discussion of the problems facing the Conference with regard to the program content and organizational structure of the Annual Forum, which had been considered at the November meeting of the Executive Committee and also by the Officers in March. In addition, meetings had been held with a number of the interested Associate Groups.

Mr. Baldwin moved that the President appoint a commission to go into the matter, including the relation of the Conference to the Associate Groups. This was seconded and adopted.

VIII. Consideration - Membership Dues and Annual Forum Registration Fees - Maurice Hunt

Mr. Hunt reported that Subcommittees C and D had met and considered at length the question of membership dues and registration fees. The group recommended that the registration fees be increased and that a new scale of membership dues be submitted to the membership by mail ballot.

There was a question as to whether the need for these changes would be obviated by a high registration at the present Annual Forum. It was also suggested that registration fees for students and foreign visitors should not be raised.

After some discussion the Committee decided to postpone a decision until the meeting on May 24.

IX. Consideration - New Arrangement for NCSW Public Relations

Mr. Hoffer reported that Frances Schmidt was leaving the Conference staff because she had taken a full-time job with the Pennsylvania Department of Welfare. The Committee expressed its deep appreciation for the excellent service she had rendered the Conference.

It was agreed that the National Publicity Council would be asked to provide public relations and consultant services to the Conference, covering essentially the same activities as had been carried on by Mrs. Schmidt. The Executive Secretary was authorized to enter into an agreement with the Council for a one-year experimental period.

Friday, May 24, 1957

XI. Welcome to New Members

On behalf of the Committee, Miss Hickey welcomed Mr. Bondy, Mr. Cohen, and Miss Kaiser, the newly elected members who were present.

XII. Information - Supplementary Financial Report - A. Mandel

The Treasurer and the Executive Secretary presented a financial report based on the registration of 6510 at the present Annual Forum, one of the largest registrations in the history of the Conference. The following registration figures for recent years were given for purposes of comparison:

1956 (St. Louis)	4291
1955 (San Francisco)	5268
1954 (Atlantic City)	5032
1953 (Cleveland)	5231
1952 (Chicago)	7126
1951 (Atlantic City)	5112

The Executive Secretary presented his estimates of income and expenditures for 1957 as follows:

Summary of Income & Expenditures (Selected Items)  
(as of May 24, 1957)

<u>Item</u>	<u>1957 Budget</u>	<u>1957 Estimate</u>	<u>Difference - 1957 Est. over Budget</u>
<b>Memberships</b>			
100 Renewals	\$55,000.	\$55,600.	\$ 600.
110 News	12,700.	14,500.	1,800.
120 Registration	30,400.	29,400.	- 1,000.
140 Exhibits	16,400.	15,200.	- 1,200.
Other Income	<u>20,850.</u>	<u>21,500.</u>	<u>750.</u>
Total Income	\$135,350.	\$136,200.	\$ 950.
Total Expenditures	<u>135,350.</u>	<u>137,475.</u>	<u>2,225.</u>
	None	- \$ 1,275.	- \$1,275.

Mr. Mandel expressed the view that it might be possible to absorb the anticipated deficit during the coming months. The Executive Secretary reminded the Committee that the budget for 1957 was based on a registration of 6,500. He pointed out that the registration income was slightly under the anticipated amount because of the extremely high proportion of one-day and two-day attenders, which served to reduce the average income per attender.

### XIII. Action - 1958 Membership Dues and Annual Forum Registration Fees

Dr. Stevenson summarized the proposals which had been submitted by Subcommittee C at the Committee meeting on May 18 and reminded the Committee of its decision to postpone action until this meeting. He moved that the proposed increases in membership dues and registration fees be put into effect as quickly as possible. The motion was seconded.

It was pointed out that the Executive Committee could take action to increase the registration fees but could only recommend to the membership increase in membership dues, since the latter would require a vote by mail ballot. In the discussion that followed the Executive Secretary said that the last change in membership dues had been in 1958; the registration fees had been increased in 1955.

The following points were brought out during the discussion:

1. The Conference is in a precarious financial position when it can only balance its budget with a large registration such as the one this year. There is no guarantee that such an attendance can be counted on as a regular thing.
2. The staff estimates that the proposed increases would result in additional income of \$13,000. -- \$7,000. from dues and \$6,000. from registration fees.
3. The main purposes for which this income is needed are:
  - a. To meet the rising costs of operating the Conference;
  - b. To build up the Annual Forum Reserve in order to be able to rotate the site of the Annual Forum to areas which cannot produce a registration of 6,500 or over;
  - c. To have funds to pay expenses and honoraria for more speakers, etc. from allied fields (there is no intent of changing the basic concept that all other program participants are expected to pay their own expenses or be sent by their agencies);
  - d. To pay for additional staff and travel.

The motion was adopted unanimously, with the explicit understanding that there will be no increase in registration fees for students and foreign visitors. (See Attachment #1 for changes adopted.)

It was agreed that the recommendation for changing the dues should be submitted to the members in a mail ballot in the fall, to go into effect, if adopted on January 1, 1958. The importance of an educational campaign, including articles in the summer and fall issues of the Conference Bulletin, was stressed. The point was made that even more important would be the letter to accompany the first bill, which would be a major factor in the members' decisions as to whether they would continue their memberships. There was some discussion of the statement to be presented by Mr. Mandel at the closing General Session.

#### XIV. Consideration - Items Arising from the 84th Annual Forum

Mrs. Burns presented a brief report on the meeting with representatives of the Canadian Conference on Social Work, which had been attended by Mr. Andrews (presiding), Dr. Stevenson, Miss Williams, and herself. The group had agreed that no formal committee should be set up at the present time, particularly in view of the fact that the Canadian Conference is considering changes in its own structure. However, in order to further closer cooperation between the two organizations, the group urged that a similar meeting should be held next year at the time of the Canadian Conference. Also the National Conference would invite a representative of the Canadian Conference to sit in with the NCSW Program Committee occasionally and through the staffs of the two organizations channels would be established for exchanging program suggestions and proposals for program participants. Her report was accepted, and pleasure was expressed that this project had been undertaken.

There was some discussion of the many unsatisfactory aspects of the physical arrangements at this Annual Forum and the number of complaints which had been received from program planners, participants, and attenders. It was agreed that there would be no statement on the subject at the closing General Session but that the staff would consult with the Local Sponsoring Committee and take whatever steps (letters to the Convention Bureau, letters to the City, etc.) the Committee felt would be most helpful.

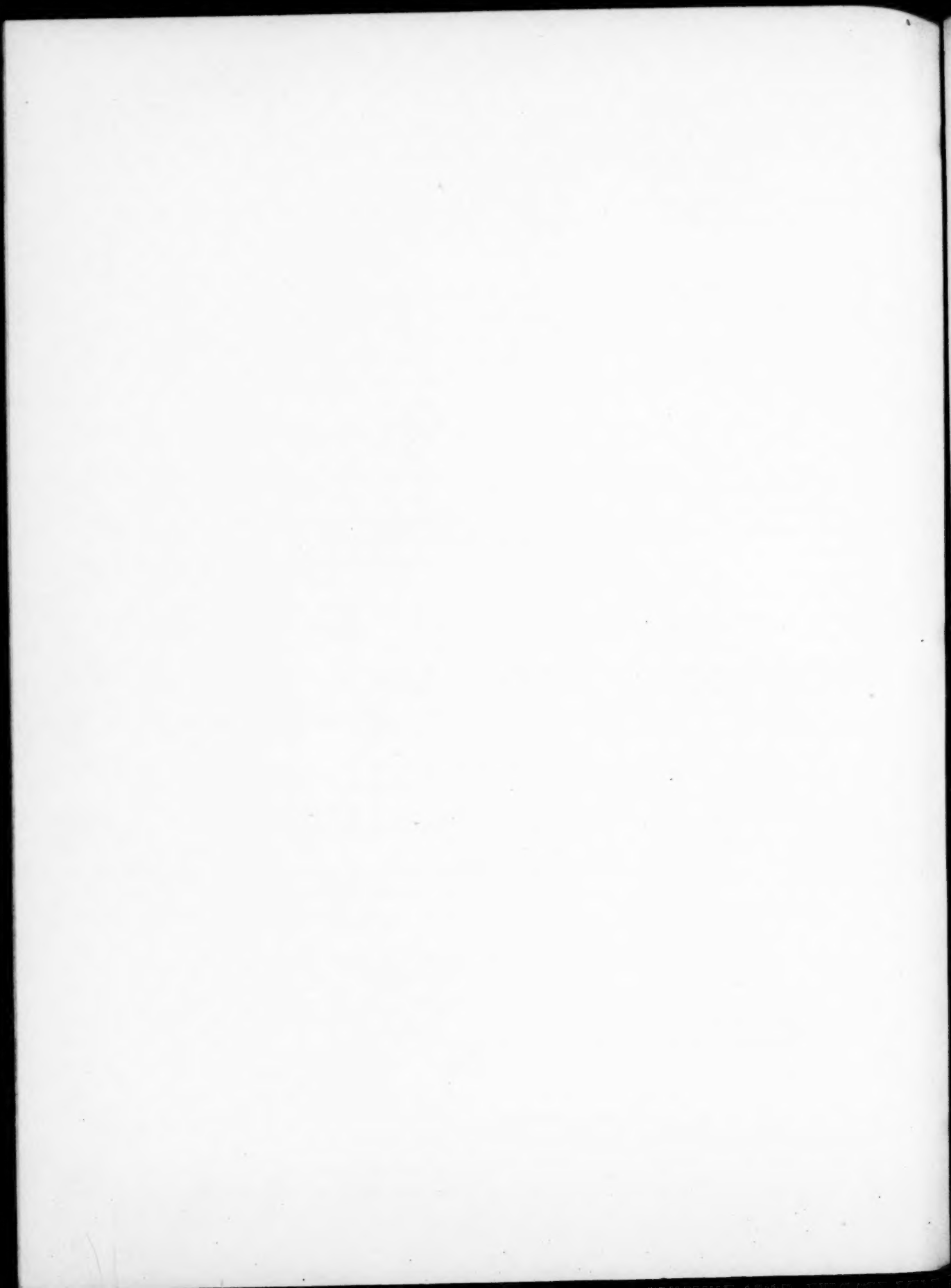
#### XV. Other business

There was no other formal business. The Committee expressed its unanimous appreciation to Miss Hickey for her outstanding leadership of the Conference during the past year and of the present Annual Forum.

#### XVI. Time and place of next meeting

The Executive Secretary reminded the Committee that the next meeting would be held in Columbus on Friday and Saturday, November 22 and 23.

Helen Harris  
Secretary





EXECUTIVE COMMITTEE

Changes in Membership Dues and Annual Forum Registration Fees Adopted by  
the Committee on May 24, 1957

1. Increase in Dues of Individual Members

Associate	\$4.00 to \$7.00
Regular	7.50 to 10.00
Sustaining	15.00 to 25.00
Contributing	25.00 to over 25.00

2. Increase in Dues of Organizational Members

Class D	\$15.00 to \$20.00
Class C	35.00 - encourage to increase to Class B
Class B	50.00 - encourage to increase to Class A
Class A	100.00 and over - encourage to increase over minimum

A graduated scale based on operating budgets of agencies to be prepared as a guide to organizations.

3. Increase in Joint Membership Fee

From \$7.50 to \$10.00 (with \$1.00 refunded to the state conference)

4. Increase in Life Membership Fee

From \$100.00 to \$200.00

5. Increase in Registration Fees

Associate	\$5.00 to \$6.00 making a total of \$13.00
Regular	5.00 to 6.00 making a total of \$16.00
Agency delegates	5.00 to 6.00
Non-Members	9.00 to 13.00 (includes Associate membership for rest of the year as at present)
One and two-day	3.00 to 5.00 per day, or \$7.50 for two days
Students and	
Foreign Visitors	5.00 (no change)